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**From:** Pace, Donald [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=4A26B5BEDCA34FFAAF7DEAA9B5075749-PACE, DONALD]  
**Sent:** 1/22/2021 6:34:43 PM  
**To:** Johnson, Mavis [johnson.mavis@epa.gov]  
**CC:** DeMarco, Frank [DeMarco.Frank@epa.gov]  
**Subject:** RE: Diversity & Inclusion Training - Race, Resilience & the Role of Being an Ally

Of course

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**From:** Johnson, Mavis <johnson.mavis@epa.gov>  
**Sent:** Friday, January 22, 2021 12:57 PM  
**To:** Pace, Donald <Pace.Donald@epa.gov>  
**Cc:** DeMarco, Frank <DeMarco.Frank@epa.gov>  
**Subject:** FW: Diversity & Inclusion Training - Race, Resilience & the Role of Being an Ally

Hi Don,

I received the response below from OCR. Kevin is out today, and Michael Nieves is acting.

I have an idea. Would you like to hear it?

Mavis

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**From:** Nieves, Michael <Nieves.Michael@epa.gov>  
**Sent:** Friday, January 22, 2021 12:46 PM  
**To:** Johnson, Mavis <johnson.mavis@epa.gov>; Bailey, KevinJ <Bailey.KevinJ@epa.gov>  
**Subject:** RE: Diversity & Inclusion Training - Race, Resilience & the Role of Being an Ally FW: EO 13950- OPM Training Determination

Hi Mavis

I hope all is well --- and that you are keeping warm and safe.

We have not received any specific instructions on how to proceed with the new Executive Orders from President Biden which also rescind the September 2020 EO.

I would suggest you move forward with your plans to host additional sessions on Race, Resilience & The Role of Being and Ally. It appears that is was the Pres. Trump EO that put a halt on this training.

Michael

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**From:** Johnson, Mavis <johnson.mavis@epa.gov>  
**Sent:** Friday, January 22, 2021 12:33 PM  
**To:** Bailey, KevinJ <Bailey.KevinJ@epa.gov>  
**Cc:** Nieves, Michael <Nieves.Michael@epa.gov>  
**Subject:** Diversity & Inclusion Training - Race, Resilience & the Role of Being an Ally FW: EO 13950- OPM Training Determination

Good afternoon Kevin,

Before the issuance of Executive Order 13950 in September 2020, Region 2 hosted one session of *Race, Resilience & the Role of Being an Ally*, a workshop presented by Buck Davis. We planned to host two additional sessions of the workshop, pending OPM approval. The workshop was determined to be non-compliant with Executive Order 13950. In a January 21, 2021 reminder message to DCROs about the EEO Plans due on March 1, 2021, JuanCarlos stated:

*Further, I note that yesterday the White House issued an Executive Order entitled Advancing Racial Equity and Support for Underserved Communities Through the Federal Government, which rescinds the September 2020 Executive Order on Combating Race and Sex Stereotyping. As a result, the EEO Action Plans can and should address training.*

Is there any prohibition on moving forward with the additional sessions?

Thanks,  
Mavis

**From:** Wanner, Macee <Wanner.Macee@epa.gov>  
**Sent:** Thursday, January 14, 2021 9:31 AM  
**To:** Pace, Donald <Pace.Donald@epa.gov>  
**Cc:** Caple, Cynthia <Caple.Cynthia@epa.gov>; Gillisslee, Darnelle <Gillisslee.Darnelle@epa.gov>  
**Subject:** EO 13950- OPM Training Determination

Good morning,

The Office of Personnel Management (OPM) has received and thoroughly reviewed your package of diversity or inclusion training modules submitted to OPM in accordance with [Executive Order 13950](#) and [OPM guidance memo of October 2](#).

Please be advised that any new training materials or changes to present materials on diversity or inclusion require a complete compliance review and approval by OPM. Training materials found to be noncompliant may not be utilized now or in the future.

You can view OPM's determination below:

22	Make Resilience Ally	Non-Compliant
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We regret to inform you that your **Race, Resilience & The Role of Being an Ally** training has been determined non-compliant by OPM and cannot be delivered at EPA at this time. EPA is currently working with OPM to determine the process for resubmission and we hope to have a solution for you soon. We are also collecting all Diversity & Inclusion compliant materials and can provide you with a list of alternatives soon.

Please let us know if you have any questions.

Thank you,

Macee Wanner  
Office of Human Resources  
Training Officer  
Learning and Development Branch

Policy, Planning and Training Division  
US Environmental Protection Agency

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